

# AN ACT TO AMEND THE CHARTER OF THE FRENCH LANGUAGE, THE CHARTER OF HUMAN RIGHTS AND FREEDOMS AND OTHER LEGISLATIVE PROVISIONS

## LIVING AND WORKING IN FRENCH

### THE RIGHT TO WORK IN FRENCH

- The knowledge of a language other than French may be required of a worker only if the worker's duties require such knowledge.
- Before requiring knowledge of a language other than French for a position, the employer must evaluate the linguistic needs relating to that position.
- An employer with more than 10 employees must display in the workplace the worker's rights with respect to the use of French at work.
- The Commission des normes du travail may assist non-unionized workers who assert their right to work in French.
- Enterprises with between 26 and 49 employees must examine their mode of operation to ensure that French is the normal and everyday language of work.
- Following this review, an enterprise must implement any required measures which may pertain to the use of French in meetings and internal communications, the transfer and promotion policy, and the training offered to employees to implement changes that it makes to its work tools.
- Sectoral manpower committees or any similar organization will support enterprises by developing model francization measures.

### THE RIGHT TO LIVE IN FRENCH (CHARTER OF HUMAN RIGHTS AND FREEDOM)

- Every person has the right to live and work in French.
- Every person who settles in Québec has the right to learn French and to benefit from measures to welcome immigrants and facilitate their integration.

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## THE LANGUAGE OF INSTRUCTION

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- Every person studying in English has the right to receive French instruction that enables the person to interact and flourish in Québec society, and participate in its development.
- The teaching of French will be enriched from the preschool to CEGEP level in both the French-speaking and English-speaking sectors.
- The issuing of a Québec Secondary School Diploma or a Diploma of Collegial Studies will be subject to the successful completion of the French courses prescribed by the ministers responsible for education and higher education.
- A uniform French exam will confirm the results obtained.
- The language policies of English-speaking CEGEPs may establish criteria and priorities for the selection of English-speaking students.
- In elementary and secondary schools, illegal educational paths or educational paths based on stratagems will not make a child eligible for English-language instruction.
- The eligibility criteria in respect of English-language schools are restricted for descendants of parents who studied in French but could have been declared eligible for instruction in English.
- Educational childcare programs will enable children to familiarize themselves gradually with the French language.
- The language requirements for the issuing of a permit by a professional corporation have been raised.

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## THE LANGUAGE OF THE CIVIL ADMINISTRATION

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- The government, government departments, government, municipal and school bodies, and health and social services institutions will commit themselves to setting an example by:
  - ✓ making French the normal and everyday language of their communications;
  - ✓ making sure that is possible for anyone who so desires to live in French;
  - ✓ making French the language used in the public sphere.
- The government may demand of municipalities that they adopt a language policy to emphasize that French is the official language, the language used in the public sphere and an essential instrument for social cohesion.
- The government may withdraw from a municipality its recognized bilingual status when it no longer fulfils the requirements for that status.

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## THE LANGUAGE OF BUSINESS

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- Entreprises must take all of the necessary steps (sufficient staff, documentation in French) to ensure that the consumer's right to be informed and served in French is respected.

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## IMMIGRATION

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- Immigration is contributing to the vitality of French, the official language of Québec. It must also foster the francization and economic, social and cultural integration of immigrants, bearing in mind these are responsibilities that are shared by the immigrant and the host society.
- The government is to select immigrants with characteristics suited to their successful integration into Québec, in particular through their knowledge of French.
- The Ministère de l'Immigration et des Communautés culturelles will introduce a new weighting of the selection grid for skilled workers that will place greater value on a thorough knowledge of French.
- The minister responsible for immigration will establish an annual program of government francization services geared to immigrants, and will report each year on it.

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## INTEGRATION

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- The Ministère de l'Immigration et des Communautés culturelles wishes to widen access to the Service d'intégration en ligne (SIEL) to enhance the awareness of the applicants selected of Québec's common values and the characteristics of the labour market. The SIEL will also be proposing a tailor-made action plan to immigrants to enable them to promptly begin their integration.
- The Ministère de l'Immigration et des Communautés culturelles, the Ministère de l'Emploi et de la Solidarité sociale and the community agencies associated with them will implement a service continuum to simplify and better support immigrants in their efforts to integrate. The service continuum will give access to a comprehensive service offer without overlapping or interruptions while clarifying the complementary roles of the different players in the government departments concerned.

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## REGIONALIZATION

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- The Ministère de l'Immigration et des Communautés culturelles will implement a concerted, coherent approach with its departmental, regional and local partners to promote among immigrants the potential that regions outside the Greater Montréal area have with respect to the integration of newcomers, and the contribution that immigrants may make to businesses in the regions.

- Original version in French -